



ANMF (Vic Branch) Policy

Nursing and midwifery executive management of health services

Incorporating all Ambulatory / Nursing / Midwifery Services

Executive Director of Nursing and / or Midwifery

Director of Nursing and / or Midwifery

Chief Nursing and/or Midwifery Officer (However titled)

This position statement is reflective of the Australian Nursing and Midwifery Federation (Victorian Branch) opinion in relation to the appointment of a senior registered nurse/midwife to the role of Director of Nursing/Midwifery (however titled).

Preface

The Australian Nursing and Midwifery Federation (Victorian Branch) [ANMF (Vic Branch)] considers every health service, regardless of size or speciality must appoint suitably qualified and experienced senior nursing and/or midwifery leader to oversee the direction of nursing and/or midwifery practise within the specific health service.

Candidates appointed to these roles must be a registered nurse, in the case of nursing services, or a registered midwife where the health service offers midwifery services; or a registered nurse and registered midwife in the case of the health service providing both nursing and maternity services.

With the evolution of present day nursing and midwifery models of care and an increase in consumer expectations, hospitals have been redesigned to provide privacy and dignity for patients, and an clinical care environment more conducive to safe, contemporary nursing practice.

The appointment of a designated Director of Nursing/Midwifery sanctions the Director of Nursing/Midwifery (however titled) to effectively manage the nursing and/or midwifery health professionals within the health services environment; to co-ordinate clinical practice and governance and ambulatory services, as well as to safeguard quality outcomes for patients/clients/residents, in addition to their managerial responsibilities.

The ANMF (Vic Branch) believes that the nursing and midwifery career structure, described in the Nurses (Victorian Health Services) Award 2000, and defined in applicable certified agreements and Australian Nursing and Midwifery Federation (Victorian Branch) Agreed Maternity Models of Care accommodates all the models under which nursing and maternity services are best delivered in Victorian health care environments.

It is the position of the ANMF (Vic Branch) that:

1. All health and aged care services executive organisational structures must include the position of a Director of Nursing/Midwifery or equivalent (however titled);

2. People who are employed in the role of Director of Nursing and/or Director of Midwifery (however titled) (or equivalent) must be a current registered nurse or registered midwife with the Australian Health Practitioner Regulation Agency;
3. In the circumstance where the same person holds both the position as a Director Nursing and a Director of Midwifery (however titled) position be a current registered nurse or registered midwife with the Australian Health Practitioner Regulation Agency as a registered nurse and a registered midwife;
4. Directors of Nursing and Midwifery (however titled) should hold a recognised qualification in management or other relevant qualification/s, or be working towards a management qualification, or have gained considerable management work experience over the course of their career;
5. Directors of Nursing and Midwifery (however titled) must ensure that the clinical management of nursing and midwifery services is undertaken by registered nurses and/or registered midwives with the appropriate education and qualifications and delegated authority of the Director of Nursing and/or Midwifery (however titled);
6. People employed in nursing and midwifery executive management roles must be:
 - fully participating in management executive within the employing health service or agency and have involvement in the selection process executive and senior nursing and/or midwifery roles within the organisational structure; and
 - have authority and accountability for the management and functions of nursing and/or midwifery services.
7. A full-time Director of Nursing/Midwifery/Clinical Services (however titled) shall be appointed to **each** Campus of a Health Service;
8. The full time equivalent senior nurse/midwife leader (however titled) is appointed to all health services and campuses of health services where a standalone service operates regardless of health service size; and
9. Any proposal to amalgamate health services must ensure that every campus of a health service that has a nursing and/or midwifery service retains a dedicated campus DON (however titled).

This position statement should be read in conjunction with the Australian Nursing and Midwifery Federation (federal) position statement: Management of nursing and midwifery services.

http://www.anmf.org.au/pdf/policies/PS_Management_nursing_midwifery_services.pdf